



REQUEST FOR ASSISTANCE (RFA) FORM INTAKE INTERVIEW LOG

Date: 5/17/2013	Interviewer: [REDACTED]	RFA #13 – 23
Person(s) Requesting Assistance: [REDACTED]		
Contact Numbers (telephone, e-mail, etc.): on campus - [REDACTED] cell - [REDACTED] Stephanie Scott on campus – 650-3500; cell – [REDACTED]		
Status of Person(s) Interviewed (title, position, student status, etc.): WWU Staff		
Requested Assistance Pertaining To (name, position, policy, project, etc.) Cultural competency training		

To the best of your knowledge, please fill out the following:

Interviewee Status: Male ☐ Female ☒ Administrator ☐ Faculty ☐ Staff ☒ Student ☐
 Concern Regarding: Male ☐ Female ☐ Administrator ☒ Faculty ☐ Staff ☐ Student ☐

Category: *(Please check at least one)*

<input type="checkbox"/> Age	<input type="checkbox"/> Color	<input type="checkbox"/> Creed	<input type="checkbox"/> Disability	<input type="checkbox"/> Veteran Status
<input type="checkbox"/> Marital Status	<input type="checkbox"/> National Origin	<input checked="" type="checkbox"/> Race	<input type="checkbox"/> Religion	<input type="checkbox"/> Retaliation
<input type="checkbox"/> Sex/Gender	<input type="checkbox"/> Sexual Harassment	<input type="checkbox"/> Sexual Orientation	<input type="checkbox"/> Employment	<input type="checkbox"/> Genetic Information
<input type="checkbox"/> Gender Identity or Expression				

Time Line		
Date	Item	Comments
5/17/13	LE intake w [REDACTED]	LE reviewed role of EOO, not confidential, no retaliation, complaint procedure, neutral
5/23/13	LE and SGS follow up with [REDACTED] and union rep, Stephanie Scott	[REDACTED] expressed concern about cultural competency training introduced at 5/7 staff meeting, that it was mandatory, that one person said, "racism is a white people problem and I don't need to sit and witness white people working on their racism." [REDACTED] said that no leadership contradicted the statement but that a leader said, "would it help if the white people went in one room to work on things and people of color went into another room to work on things?" [REDACTED] feels like she is not in a safe space. [REDACTED] wants to understand why the cultural competency training is occurring, what prompted the syllabus outline, did some issue happen that they don't know about? [REDACTED] wants to understand why leadership did not better address the above comments, does leadership think that racism is a white person's problem? [REDACTED] has no problem talking about white privilege, concerned about the lens.

		<p>asked via email to meet with on 5/8</p> <p>talked with on 5/10. and reviewed concerns, said said that racism is a white person's problem because in America only white people can be racist because they are the majority. said she told that she didn't identify as a white person and he kept referring to her as a white person. He said he wanted to meet with regularly. Then set up weekly meetings.</p> <p>is not comfortable with weekly meetings, can she say no? She emailed to decline the meetings and he referenced her as white again.</p> <p>LE will discuss with Sue.</p>
5/24/13	Sue conversation with	<p>Sue has conversation with, who explains that he wants to feel comfortable, and that it is vital for all his staff to be multiculturally competent, as they serve an increasingly diverse student population. Sue discussed with the need to be sensitive to all employees' baseline understanding and sensitivity regarding discrimination and multicultural issues, and that a balance needs to be reached to help all employees feel included and valued.</p>
6/5/13	Sue and Laura mtg	<p>No formal complaint, is concerned about attending training that is uncomfortable for her. Reviewed purpose of training, thinks training is necessary to move staff forward. Sue discussed need for safe space and intensity of training and the existence of a power differential with supervisors leading training. She suggested that perhaps outside trainers would be more effective.</p>
6/6/13	Sue mtg w	<p>Continued discussion about training and balance.</p>
	Meeting with Sue, and	<p>Discussion of ensuring that all staff feel included and valued in multicultural competency training. Sue then closed out with, who was appreciative that she would not have to meet regularly with and that committed to ensuring inclusivity for all. noted she would be comfortable continuing to attend the staff multicultural competency sessions.</p>